Post Conflict Personnel Operations

DAPE-HRP-WB

Agenda

- **‘Take-Aways’**
- **Deployment Cycle Support (DCS) Planning Conference Overview**
- **Timeline**
- **DCS Mission/Concept**
- **DCS Model**
- **Post Conflict DCS Phase Descriptions**
- **DCS Tasks by Phase, Provider, Proponent, & Location**
- **DCS Installation Team**

Deployment Cycle Support

'Take-Aways'

- DCS is a Process that assists Commander's in transitioning their soldiers into the pre-conflict environment
- Establishes an Army-Wide Standard
- Initiated In-Theater of Operations
- Continues at Home Station & Demobilization Station (RC)
- Conducted In-Depth
- Provides Support for Active and Reserve Component Soldiers, as well as DA Civilians and Family Members

DCS Planning Conference

7 – 11 April 2003
Fort Bragg, NC

- Representatives (77) from:
  - Executing Agencies: Medical, Personnel, Chaplains, ACS/CFSC, Forts Bragg and Hood
  - MACOMs (FORSCOM, USAREUR, IMA, MEDCOM)
  - Subject Matter Expertise: USMC, ACSAP, DVTF, Army Safety Center
- Participants representing: active, ARNG, USAR and Civilian
- Methodology:
  - Large group up front for info exchange
  - Break-out groups for product development
  - Iterative brief-backs
  - Special action groups (Personnel Tracking, DCS Installation Team, DV TF)

Timeline

24 – 26 Apr 00	DoD DV Task Force Start date
29 Nov 01	DoD DV Task Force 2nd annual report
11 Jun – 23 Jul 02	Fort Bragg Domestic Violence incidents
4 – 6 Sep 02	EPICON 2nd visit to FT Bragg: follow up to complete data collection and analysis
29 – 30 Sep 02	CODEL at FT Bragg
1 Oct 02	EPICON Final Report
21 Nov 02	M&RA / G1 Tiger Team transitions to G1/M&RA DVTF 3-12
Dec 02	CODEL Follow-up to CA area as follow up to FT Bragg visit
30 Jan 03	RCI submits Domestic Violence Report
1 Feb 03	DoD DVTF submits Domestic Violence Report 3rd Year
28 Mar 03	Army G1 assumed lead from G3 for DCS
7 – 11 Apr 03	DCS Planning Conference, FT Bragg, NC
21 Apr – 2 May	MACOM CONPLAN Staffing
2 May	CONPLAN Approval by G-1 & G-3 for Execution
3 May	CONPLAN Execution Begins
22 May	CONPLAN brief to VCSA
mid-June (T)	Additional Resources in place to execute

Mission

On order, The Army conducts personnel operations in order to reintroduce Army personnel into pre-conflict environments to facilitate reconstitution of families, Soldiers' and deployed civilians' individual lives, and the force.

Concept

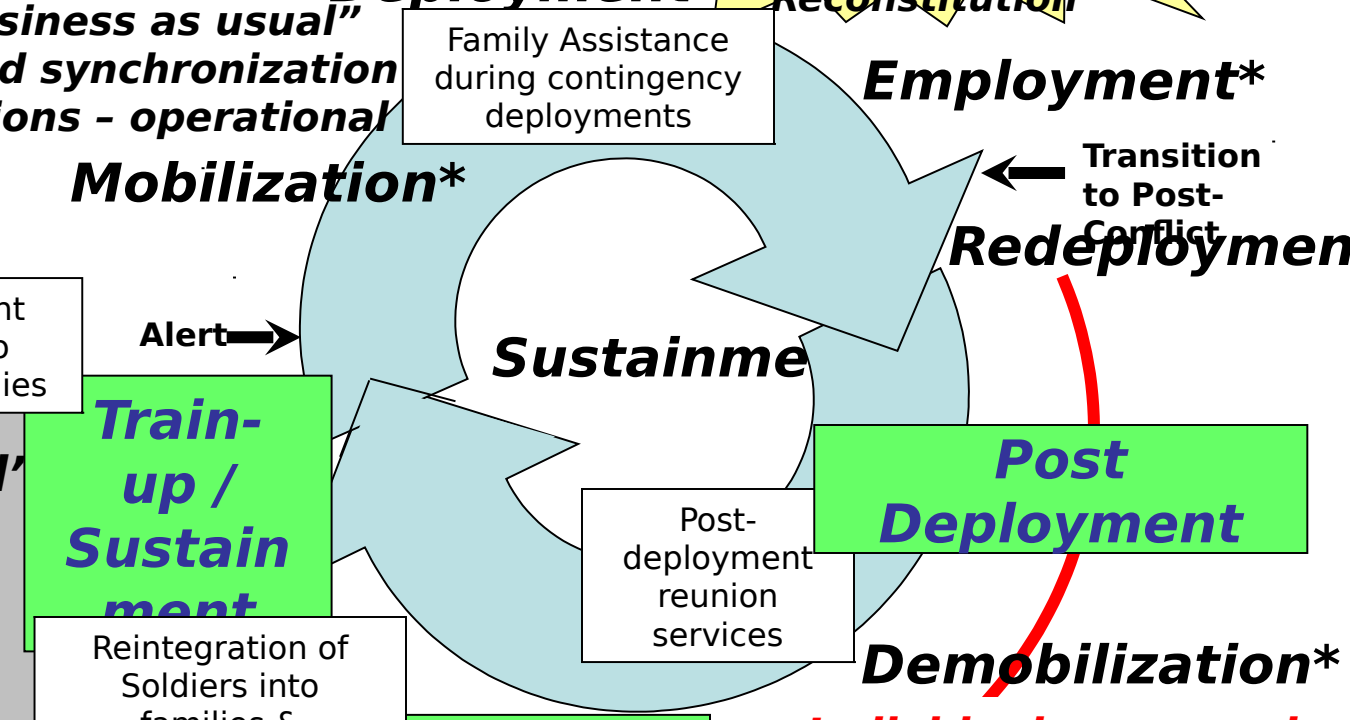
These operations are conducted in depth beginning in-Theater, continuing at Home Station (AC) and Demobilization Stations (RC), and with sustainment at Home Stations. The Army establishes required policies, provides necessary resources and provides external subject matter expertise and training support packages in support of the chain of command. The Army communicates the plan and establishes the means by which to account for and track all personnel throughout the process.

Deployment Cycle Support Model

This modifies Army doctrine as currently published in FM 3-0

- ✓ ***Holistic life-cycle*, not just for "Deployment Cycle Support"**
- ✓ ***7 phases***
- ✓ ***Begin & end with "business as usual"***
- ✓ ***Greater resolution and synchronization post-deployment actions – operational and personnel***

Current Planning focus:
'People' actions from Redeployment thru Reconstitution



* Joint Deployment Process

New phase, not currently i

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Post Conflict DCS Phases

Post Conflict Personnel Operations are conducted in three phases:

1. **Redeployment**: Units and material reposture themselves in the same theater; transfer forces and material to support another JFC's operational requirements; or return personnel, equipment , and material to the home (AC) or demobilization (RC) station upon completion of the mission.

2. **Post Deployment**: Begins with arrival at home station (AC) or DEMOB station (RC), includes actions to recover equipment, personnel and demobilization activities. Ends with release from recovery mission (AC) or arrival at home station (RC). Individual redeployment and demobilization processing (reverse SRP, medical screening, DCS process).

3. **Reconstitution**: Reconstitute the force; includes family readiness, reintegration of soldiers into families and communities, equipment maintenance, decompression, and soldier readiness.

Specific Instructions

All agencies must work together in a united, coordinated effort to achieve the objectives set out in this plan. All MACOMS and HQDA Staff will examine existing policies and ensure that all policies support Soldier Reconstitution and that these policies and processes are coherent and coordinated by a clearly designated lead agent. **All MACOMs and HQDA Staff will review the DCS requirements in this plan, develop plans to implement DCS, and conduct a capability assessment associated with executing DCS requirements**. Specific attention will be paid to the resourcing requirements, by type, to effectively execute DCS. **MACOMs will cross-level internally to maximize efficiencies.** Once this is accomplished, MACOMs will coordinate with specific support provider commands (IMA, MEDCOM, CFSC) to determine what assets can be re-missioned to support a near term surge requirement for DCS. **Once all resources have been identified and re-missioned, MACOMs will provide HQDA**

DCS Tasks by Phase

See Handout
CONPLAN Annexes A-C

Commanders at All Levels

- Ensure that DCS requirements **are completed**.
- Ensure that **DCS task completion** for Soldiers & DA civilians returning from deployment, as well as for their families, **is properly tracked from in-theater to Home Station**. The intent is to properly prepare Soldiers for redeployment, post deployment, and reconstitution, not to force Soldiers to participate in repetitive training and assessments due to poor record keeping.
- Ensure that Soldiers who experience redeployment related problems, regardless of their nature, **are provided with the opportunity and resources to resolve the problems expeditiously.**

DCS Installation Team

Team Composition

- Team Leader (from receiving installation) (1)
- Community Health Nurse (1)
- Health Benefit Advisor (1)
- Medical Augmentation (MD/PA/CNP)
  - 20 to support interview
- Behavioral Health Team (2 providers/
  1 NCO)
- Chaplains: (Team is 1 Chaplain/
  1 Chaplain's Asst)
  - 2 Teams (surge)
  - 1 Team (post-surge)
- JAG Team (2 attorneys/4 Legal Specialists)
- ACS Team (4 senior service managers)

Design Criteria

- Provide DCS Services to 1000 returning Soldiers
- Can be tactically tailored to meet specific installation requirements for skills, flow rate, etc.
- Supports desired 5-day arrival processing
- Team comprised of :
  - uniformed,
  - DA civilian, or
  - contract personnel

Surge: Day of arrival thru block leave

Post-surge: End of block leave thru arrival + 90 days

Backups

Initial Planning Guidance

CSA:

- Ensure that no soldiers coming back from the AOR slip through the cracks regarding redeployment screening, debriefing and processing
  - Not just units or individuals during normal rotations
  - Also individuals who are redeploying on emergency leave, etc.

G-1:

- "This is a personnel program,,,,,but it must be executed by the chain of command. If it's not, it'll fail."
- "Use Canadian/Brit model as start point"
- "Give unit commanders CD's to draw lessons plan, slides, etc."
- "Have for them *(the commanders)* SMEs to assist e.g. Chaplains, Medical Guidance Counselors, Lawyers, Doctors, Stress Management Workers, etc."
- "Effort starts in-country, before heading home, continues at home station for some number of days to allow the readjustment to start. Continues for some longer period of time in a less formal process."

Dir, HRP:

- Develop strategic plan, resources, & establish standards to include required timeframe
- Determine those events required for completion in each phase
  - Events may occur simultaneously in phase in different locations by different commanders
  - Synergy of what occurs within the purview of commanders and soldiers and what occurs with family members
- Transition between phases is event-driven (not time-driven)
- Develop resource-unconstrained initial plan

Assumptions

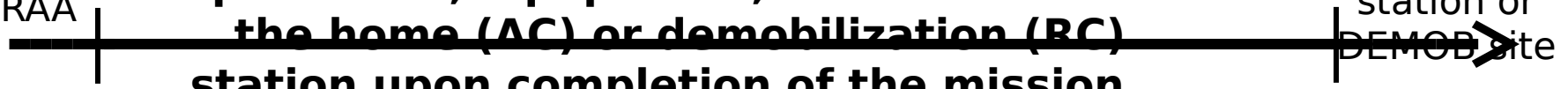
- Time for planning and preparation will be compressed with relatively short notice to execute
- All units return to their original duty stations in CONUS, Europe and the Pacific
- Unit integrity may not be consistently maintained throughout the deployment
- Redeployment, Post-Deployment and Reconstitution DCS tasks will be conducted for/executed by units, unit serials, and individuals
- Unit reconstitution will occur wherever possible throughout the process
- This will be an event driven process and completed as soon as practical

Assumptions (cont'd)

- Activities will be focused on the reestablishment of capabilities
- Incremental funding will be captured and reported
- RC units & soldiers return to reserve status as quickly as practical. Some RC units may be required to remain on active duty
- Continued operations and availability of lift ultimately determine timing
- CONUS-based Installation Teams will be required
- External demands (Congressional, media, MACOM, DOD) and internal demands (spouses, family members) place additional demands on the process
- Some RC units or individuals may be called up to support redeployment & demobilization

Redeployment

Units and material reposture themselves in the same theater; transfer forces and material to support another JFC's operational requirements; or return personnel, equipment , and material to the home (AC) or demobilization (RC) station upon completion of the mission.



- Ensure units that experienced significant losses are not "fast-tracked" home
- Individual re-deployers – losing unit furnishes info to RDC and gaining command
- RC fillers and IRR soldiers remain with units as long as practical thru return to CONUS
- Email and telephone support in the RAA
- Commanders certify their unit completes tasks to first GO in chain of cmd
- Tasks occur in-Theater and at Home Station concurrently
- Tasks can be conducted early (ahead of phase) if situation permits

Post-Deployment

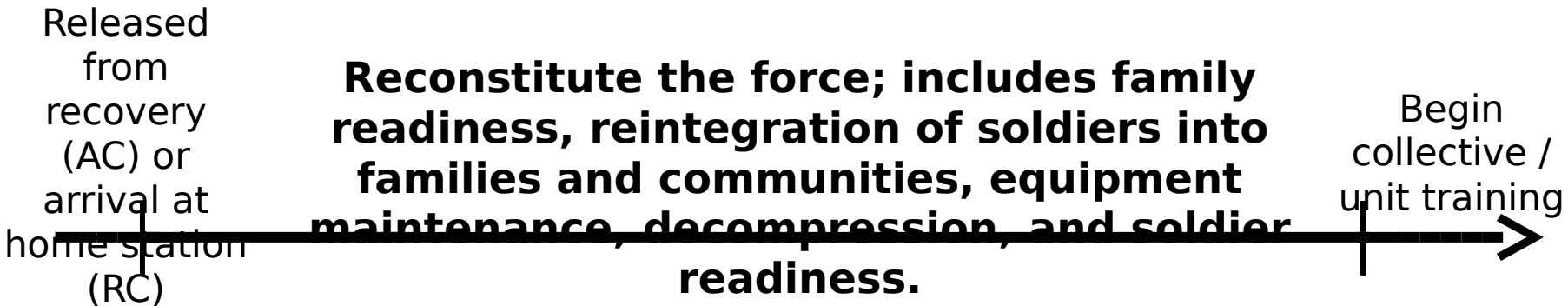
Begins with arrival at home station (AC) or DEMOB station (RC), includes actions to recover equipment, personnel and demobilization activities. Ends with release from recovery mission (AC) or arrival at home station (RC). Individual redeployment and demobilization processing (reverse SRP, medical screening, DCS process)

Arrival home station or DEMOB site

Released from recovery (AC) or arrival at home station (RC)

- RDC provides updated manifest to key local agencies
- RDC identifies potential Home Station issues and notifies incoming commander
- Conduct reception activities for every soldier
- AC units balance soldier reconstitution / integration with equipment recovery
- RC units complete demobilization and return / reintegrate back into community
- Gaining command completes tasks pending from previous phase

Reconstitution


Released from recovery (AC) or arrival at home station (RC)
Reconstitute the force; includes family readiness, reintegration of soldiers into families and communities, equipment maintenance, decompression, and soldier readiness.
Begin collective / unit training

- Reception activities for every soldier
- Gaining command completes tasks pending from previous phase
- Continued Health Care through Reconstitution and beyond
- Time off and predictable schedule are key enablers

Background on 1-800 Line Support to RC Soldiers

20 Sep 2001 USD P&R Memo
Subject: Mobilization/Demobilization Personnel and Pay Policy for RC Members Ordered to Active Duty - Addendum

p.3, para 4. (e) (1) *Members who have served in support of this contingency for more than three months shall be exempted from involuntarily performing AT for the remainder of the training year, or a minimum of 6 months (whichever is greater) and shall be exempted from involuntarily performing IDT for 60 days after release from active duty*

The unintended result of this policy is that the RC soldiers' Chain-of-Command will have no contact or authority over the soldier for the 60 day period immediately after Demobilization. In those

1-800 Line Deployment Support

- **6 Face to Face Counseling Sessions**
- **Deployment Educational Materials**
  - Staying In Touch When A Family Member Has Been Deployed
  - Preparing for Deployment
  - Helping a Child Cope with a Parent's Deployment
  - Coping with the Deployment of a Spouse or Partner
  - Ways to Support a Co-Worker or Friend whose Spouse has Deployed
- **War/Crisis Educational Materials**
  - Coping with Fear of Terrorism and War
  - Talking to Children about Violence and War
  - Planning for Emergencies During Times of War and World Uncertainty
- **Return and Reunion Resources**
  - Returning to Family Life After Military Deployment
  - Finding Strength in Family and Community

1-800 Line Deployment Support (cont'd)

- **Support to Returning Warriors & Families**

  - Extension of Eligibility of demobilized IRR for Decompression Issues

  - Support materials to be distributed through One Source
    - Return and Reunion Guide for Marines and Families
    - Warrior Transition Brief
    - Family Return and Reunion Brief